

BULLETIN

Industrial Relations



Reference No: PUBLIC HOLIDAYS - EASTER 2021

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PUBLIC HOLIDAYS AND PENALTY RATES – EASTER 2021

Good Friday	2 April 2021
Easter Saturday	3 April 2021 (Victoria only)
Easter Sunday	4 April 2021 (Victoria only)
Easter Monday	5 April 2021

Trading hours in Victoria are as follows:

Public holiday	Workshops, service stations and roadhouses, towing, roadside assistance, and car hire	New and used car showrooms and yards, motorcycle establishments, car washing and parking establishments, tyre retailers, boats, caravans, trailers, dismantlers and recyclers.
2 April – Good Friday	May trade	<ul style="list-style-type: none"> No trading if more than 20 employees working in the shop on the restricted day AND During the period of 7 days immediately before that time, the number of persons employed by the business and its related entities is no more than 100 (a full-time equivalent basis)
3 April – Easter Saturday	May trade	May trade
4 APRIL – Easter Sunday	May trade	May trade
5 April – Easter Monday	May trade	May trade

Trading hours In Tasmania are as follows:

Public Holidays	If the number of persons employed in that business or those businesses in Tasmania exceeds 250 persons	Service stations, the sale of motor vehicles, car yards or dealers advertising or exposing motor vehicles for sale, the sale of replacement parts necessary for essential repairs to motor vehicles, restaurants and cafes whose 'principal business' is providing meals or cooked food
2 April – Good Friday	Must not be open at any time	May trade
5 April – Easter Monday	May trade	May trade

PENALTY RATES OF PAY

Penalty rates of pay for work performed on Public Holidays under the Vehicle Repair, Services and Retail Award 2020 apply unless the employer and employees have agreed to substitute another day for the public holiday. The penalty rates are as follows:

All full time and part time employees except console operators, driveway and roadhouse attendants and vehicle salespersons	250 per cent of the minimum hourly rate
All casual employees, except console operators, driveway, roadhouse attendants and vehicle salespersons	275 per cent of the minimum hourly rate
Full time and part time console operators, driveway and roadhouse attendants employed on a full-time basis (i.e., weekly hired):	200 per cent of the minimum hourly rate
Casual console operators, driveway, and roadhouse attendants:	Flat rate applicable to Saturday, Sunday and public holidays is payable
Vehicle Salespeople – full time and part time	Double time and a half *
Casual Vehicle Salespeople	275 per cent of the minimum hourly rate of pay

***Double time and a half for full time and part time salespersons means:**

- If more than half a day is worked, half of the salesperson's minimum weekly rate of pay prescribed under the Award - e.g., \$877.60 divided by two, which equates to **\$438.80 for the public holiday worked**.
- If half a day or less is worked, one quarter of the salesperson's minimum weekly rate of pay prescribed under the Award - e.g., \$877.60 divided by four, which equates to **\$219.40 for the public holiday worked** (rounded to the nearest cent).

The relevant amount provided above is in addition to the appropriate minimum hourly rate paid to employees for hours worked during the remainder of the week.

For example, a vehicle salesperson employed on a 38-hour week at a minimum hourly rate of \$23.09 per hour (i.e., \$877.60 per week), would be entitled to 30.4 hours @ \$23.09 (i.e., \$701.94) **plus** either \$438.80 or \$219.40, depending on the number of hours worked on the public holiday (i.e., more than half a day or less than half a day is worked).

Clerks - Private Sector Award 2020

Employees covered by the Clerks Award will also be entitled to double time and a half rates for working on the public holidays.

Members seeking further information are encouraged to contact the Workplace Relations team on 03 9829 1123.

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